

**MODIFICATION OF THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF SUNNYVALE
AND
SUNNYVALE MANAGERS ASSOCIATION
May 1, 2013**

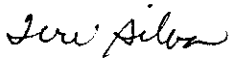
Article 12 – WAGES/COMPENSATION

- 12.4 Upon completion of 13 pay periods of service, any employee hired in a classification represented by the Sunnyvale Managers Association on or after June 1, 2013 who receives an overall rating of achieves or exceeds expectations on their most recent performance evaluation shall receive an increase in salary above the rate to which they were initially assigned, up to but not exceeding the Control Point. Consideration for each subsequent increase in salary will be given following the completion of 26 pay periods from the prior increase in salary, up to but not exceeding the Control Point. Increases in salary shall be granted effective with the pay period immediately following the completion of 26 pay periods.

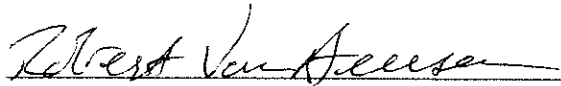
The pay rate for employees hired prior to June 1, 2013 will be considered for adjustment beyond that granted after the first 13 pay periods of service at the beginning of each new fiscal year after employment, up to but not exceeding the Control Point. The pay rate adjustment is subject to an overall rating of achieves or exceeds expectations on their most recent performance evaluation. Increases of more than 5% require approval of the City Manager.

FOR THE CITY OF SUNNYVALE

FOR SUNNYVALE MANAGERS ASSOC.



Teri Silva, Director of Human Resources



Bob Van Heusen, SMA President

Date: May 1, 2013

Date: May 1, 2013